

1 **STAFF HEALTH**

2 **ABILITY TO WORK – GENERALLY**

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4 Employees who have the following symptoms should closely assess their own ability to work:

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- 6 ● Fever of 100.0 or higher in the last 24 hours without medication;
- 7 ● Undiagnosed rash that is accompanied by fever or itching;
- 8 ● Frequent coughing or difficulty breathing;
- 9 ● Vomiting or diarrhea within the past 24 hours;
- 10 ● Sore throat, with fever or swollen glands in the neck;
- 11 ● Symptoms of being sick such as being unusually tired, irritable, or weak;
- 12 ● COVID-19 symptoms in accordance with CDC guidelines; or
- 13 ● Any symptoms related to a mental health crisis.

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15 Alexandria City Public Schools (ACPS) may publish guidelines for employees with symptoms or  
16 who have tested positive for an illness including COVID. Employees must follow published  
17 guidelines.

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19 While school nurses are not considered part of the employees’ medical triage, and employees are  
20 encouraged to use good judgment in remaining at the work site when ill, if a medical  
21 emergency/event requires assessment by the school nurse and/or school administration to prevent  
22 employee endangerment to self or others resulting in a 911 call, the employee may choose to refuse  
23 transport by EMS. However, if the employee refuses EMS transport, they will be required to either  
24 seek medical attention or return home via safe transportation. The employee may not remain at  
25 the school. A Return to Work letter may be required by the Department of Human Resources from  
26 the employee’s health care provider before returning to school.

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28 **CONDITIONS OF EMPLOYMENT**

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30 A. Tuberculosis Screening

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32 As a condition of employment, every new employee of the Alexandria City School  
33 Board and student-teachers/interns submit a certificate signed by a licensed physician,  
34 physician assistant, advanced practice registered nurse, or registered nurse stating the  
35 employee appears free of communicable tuberculosis. Volunteers may also be required  
36 to provide such a certificate. Any employee who begins duty without having complied  
37 with this requirement will have violated the terms of employment and is not entitled to  
38 compensation. Any intern or student-teacher who begins their duties without having  
39 complied with this requirement may be removed from that assignment until the  
40 requirement is fulfilled. For the purposes of this policy, a new employee is designated  
41 as someone hired for the first time or rehired after a one-year absence.

42  
43 After consulting with the local health director, the Board may require tuberculosis re-  
44 screening of employees annually or at such intervals as it deems appropriate, as a  
45 condition of continued employment.

47 B. Physical Exams for School Bus Drivers

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49 No person is employed as a bus driver unless they have an annual physical exam of the  
50 scope required by the Virginia Board of Education and provides the Board the results  
51 of the exam on the form prescribed by the Virginia Board of Education. Such exam  
52 and report may be provided by a licensed advanced practice registered nurse or  
53 physician assistant.

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55 The School Board may also require alcohol and drug testing in accordance with Policy  
56 GDQ.

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- 58 Adopted: November 17, 1998
- 59 Amended: November 21, 2002
- 60 Amended: April 20, 2006
- 61 Amended: December 20, 2012
- 62 Amended: June 11, 2015
- 63 Amended: June 20, 2019
- 64 Amended: September 10, 2020
- 65 Amended: August 19, 2021
- 66 Amended: September 9, 2021
- 67 Amended: September 23, 2021
- 68 Amended: December 16, 2021
- 69 Amended: July 28, 2022
- 70 Amended: October 5, 2023

71  
72 Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-178, 22.1-300, 22.1-301,  
73 54.1-2952.2, 54.1-2957.02.

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75 16 VAC 25-220-40.

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78	Cross Refs.:	EBAB Possible Exposure to Viral Infections
79		EBBB Personnel Training – Viral Infections
80		GDQ School Bus Drivers
81		JHCC Communicable Diseases
82		JHCCA Blood-Borne Contagious or Infectious Diseases